

The City of Albany Poverty Reduction Initiative (CAPRI)

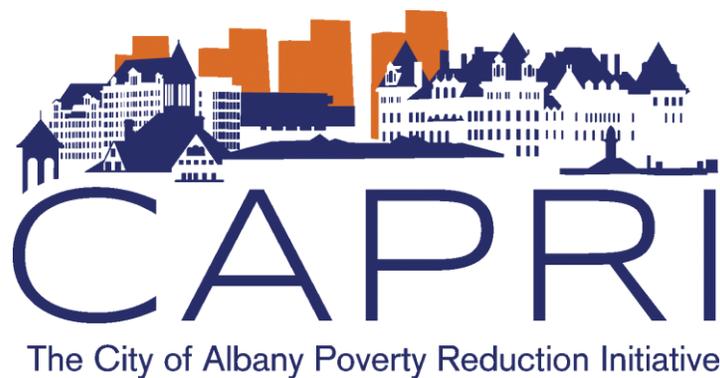
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# ADVISORY COMMITTEE MEETINGS

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## *Meeting Summaries*

July 2017



200 Henry Johnson Boulevard, Suite 4. Albany, New York 12210

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## Advisory Committee Meeting Objective

The Advisory Committees work to provide expert opinions to help inform the Steering Committee on how to spend project funds, ensure the community is heard, and that community needs are being addressed within the Request for Proposals (RFP) that the Steering Committee will create. In order to achieve this end, multiple committees have been created and are working to identify both community need and possible solutions that would have a meaningful and sustainable change for those living in poverty in the City of Albany.

## Policy/Systems Advisory Committee

*(June 5, 2017, June 12, 2017, June 19, 2017, June 26, 2017)*

Most of the discussion and recommendations from this advisory committee involved services that are already in place to assist those in poverty. Of these discussions, the “cliff-effect” was of particular concern. The “cliff-effect” is when someone receiving benefits or services loses those benefits or services when they become gainfully employed. The group suggests that this puts those who experience the “cliff-effect” back into poverty, and, therefore, should be addressed and remedied. Continuing about services for those in poverty, the need for a culture change in these services was also identified. The suggestion of having agencies implement the Total Quality Management(TQM) approach was made, particularly for agencies providing case management and direct service. A more detailed description of TQM is available upon request. Other issues of note were difficulties with finding, accessing, and providing child-care, access to efficient public transportation, Albany City schools, and the low success rates of students, particularly students of color.

## Employers Advisory Committee

*(June 6, 2017, June 13, 2017, June 20, 2017, June 27, 2017)*

Risk and risk mitigation was the largest topic discussed by the employers advisory group. The employers discussed the assessed risks, both actual and perceived, that employers consider when hiring. Employers particularly see hiring those who are in poverty as being riskier for a variety of reasons. It is suggested that those providing services to those living in poverty and seeking employment should be focused on mitigating risk associated with them. Some examples of this would be providing transportation assistance, child-care assistance, providing third-party training, providing job coaching before and after employment is attained, and providing basic Science, Technology, Engineering, and Mathematics(STEM) skills training. Possible solutions mentioned on the part of the employer were finding sector-wide solutions such as child-care employee discounts, and transportation partnerships such as those used by Price Chopper and Albany Medical Center.

## Workforce Development Advisory Committee

*(June 7, 2017, June 14, 2017, June 21, 2017, June 28, 2017)*

In regards to workforce development, the group decided that being able to know of all current providers and what work they do is extremely important. Therefore, this group planned and held a forum at University at Albany for workforce development providers to gather information and increase collaboration. The information from the forum will be provided separately. Suggestions that came out of this advisory group included a holistic model for workforce development including transportation, housing, and child-care assistance, creating a tool that helps job-seeks visualize a path to success from beginning to end, and exposing job-seekers to a variety of careers in different industries.

## Support Services Advisory Committee

*(June 9, 2017, June 16, 2017, June 23, 2017, June 30, 2017)*

Cultural competence and removing implicit bias was the main topic discussed by the support agencies advisory committee. The group discussed how cultural competence and removing bias is extremely important for employees as well as employers. This also tied into the discussion that service providers need to be in the community providing place-based services as opposed to be detached from the

community. This includes providing services in the communities of those who use them, as well as modeling done in services by member of the community, particularly in communities of color in order to build trust. It was also discussed that doing workforce development within the communities and linking individuals with family-owned businesses may help the communities with the most poverty. Also discussed was the need for efficient and accessible transportation, the need child-care assistance, and the difficulties those in poverty experience trying to obtain proper documents for employment.